RACISM AND SEXISM

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THE TRANSFORMATION OF PREJUDICE, BASED ON RACE OR GENDER THROUGH THE EXERCISE OF POWER AND AUTHORITY AGAINST THE GROUP DEFINED AS INFERIOR BY INDIVIDUALS AND INSTITUTIONS OR ORGANIZATIONS WITH THE INTENTIONAL OR UNINTENTIONAL SUPPORT OF THE CULTURE

FACTORS IN DEVELOPMENT OF RACISM AND SEXISM

- CONTACT
- SOCIAL VISIBILITY
- UNEQUAL POWER
- ETHNOCENTRISM
- COMPETITION
- STEREOTYPES
- SEX-ROLE SOCIALIZATION

PERSONAL RACIST AND SEXIST BEHAVIORS

- PATERNALISM
- IGNORING
- SPEAKING FOR
- TESTIMONIALS
- ETHNIC, RACIST, SEXIST JOKES
- FREQUENT INTERRUPTIONS
- STEREOTYPICAL LANGUAGE
- TITLES AND RANKS
- DENYING OPPORTUNITIES
- DUBIOUS SUPERVISION

FACTORS THAT SUPPORT RACISM AND SEXISM

- REFERENCE GROUPS
- CONFORMITY TO NORMS
- SELF-FULFILLING PROPHECY
- PRO-SEXISM / RACISM

SOCIAL PROBLEMS CREATED BY RACISM AND SEXISM

- **INEFFECTIVE USE OF ABILITIES**
- **ADVERSE IMPACT ON NATIONAL INCOME**
- **DEVIANT BEHAVIOR ACTED OUT**
- **INNERGROUP TENSIONS IN COMMUNITY**
- **ADVERSE IMPACT ON U.S. IN WORLD AFFAIRS**

STRATEGIES FOR COMBATING RACISM AND SEXISM

- **AWARENESS**
- **EDUCATION**
- **LEGISLATION**
- **PARTICIPATION**
- **SELF-ANALYZE**
- **ACKNOWLEDGE AND UNDERSTAND DIFFERENCES**
- **COMMANDER'S RESPONSIBILITY**